

DRAFT QUESTIONS FOR 360 DEGREE INTERVIEWS

- What is the formal relationship between the executive director's position and your position?
- What kinds of informal relationships may exist, and what if any informal ones should exist?
- How do you view the potential leadership role of a person in this position? Planning; vision; policy development for staff or branch; priority setting; staff, division, or branch advocate; leader or manager of collaborative efforts? Should the executive director be a strong, decisive manager internally or is a more collaborative management style be more likely to be productive? Should the executive director be the ultimate decision-maker and take responsibility for staff performance and actions or decentralize to other managers to make more decisions? How would that work between divisions, chambers, branches?
- How should the representational role of the executive director be perceived outside the Legislative Services Division and the Legislative Branch? Should the Legislative Council and the Legislature look to this position as one that can and should be able to speak authoritatively about the branch? If so, what should be the boundaries on the content of that authority? If not, what role should the executive director expect to play in assuring that LSD or Legislative Branch needs and views are represented and expressed outside division or the Branch?
- Are there any key organizational challenges that you see ahead for the new executive director to address?
- A copy of the job description as it currently written is enclosed. Are there any aspects of it that you would emphasize as particularly important for the subcommittee to recognize? Are there things about it you find incorrect or misleading? Is there anything missing you think should be there?